

Strategic Compensation Grants Summary Chart						
Grant	Amount	Timeline	Participants	Goal	Models	Measures
TIF	\$36 million (ESEA)	2010-11: Planning  2011-12 - 2014-15: Implementation (4 years)	106 schools in 12 districts (Bradford, Hamilton, Hollow Rock-Bruceton, Johnson Co, Knox, Lebanon, Lexington City, McMinn, MNPS, Putnam, Shelby, Tipton)	Link compensation for teachers and principals to student achievement, District contribution begins in Year 3 and increases over time, Model sustained entirely by district resources by end of grant period	Differentiated pay, Bonuses, Alternative salary structure, Other strategic compensation models	Student growth (value-added), Teacher/principal evaluations. Other measures (if desired)
IAF	\$12 million (FTTT project)	2010-11: Planning  2011-12 - 2013-14: Implementation (3 years)	Knox, Lexington City, Putnam, Trousdale	Support the development of sustainable alternative salary structures (i.e. reward performance not experience/degrees)	District-wide alternative salary structure, Differential pay that rewards effective teachers/principals, Financial and working improvement incentives, Use data and evaluation in professional development, retention and tenure	Student growth (value-added), Teacher/principal evaluations. Other measures
CSF	\$1.5 million (FTTT project - \$375,000 per year in one-time awards via competitive applications submitted by 28 eligible districts)	a) Strategic Compensation (\$50,000 each)  b) School Turnaround (\$30,000 each)	Bradford, H Rock-Bruceton, Lexington City, South Carroll,* Trousdale *did not receive implementation funds through IAF or TIF  Bradford, Williamson	Support innovation in compensation / school turnaround	Prepare strategic compensation model  Turnaround low performing schools	Strategic compensation model that departs from the state salary schedule  TVAAS, AYP, Other Measures

Source: Federal Programs/LEA Support and Improvement, Tennessee Department of Education, October 2011